

Equality, Diversity and Inclusion (EDI) in Marine Biology at the MBA

The Marine Biological Association is committed to promoting and improving equality, diversity and inclusion in the marine biology community. With a growing community of members the MBA is committed to providing an equal, diverse and inclusive environment where everyone can have the same experiences and opportunities. As a body with a Royal Charter, the MBA has a responsibility, to be a representative for marine biology, to lead by example and set standards for the discipline and therefore should be at the forefront in addressing Equality, Diversity and Inclusion (EDI) issues for this sector. The MBA is an international organisation which has members in over forty countries and regularly collaborates with partners and organisations across the world. With a strong global presence, it is also important that we acknowledge the scale of challenges and recognise that we can do much more to encourage EDI in marine science.

An MBA EDI Committee was therefore established in May 2021 to support the development of this area. The EDI committee is made up of volunteers from the MBA membership who act as “critical friends” in providing staff and members with the opportunity to contribute to developing the EDI agenda. The focus of the committee is on promoting diversity within the sector as the voice of the membership. A number of committee members are also employed by the MBA at CH providing a dual perspective encompassing workplace matters.

The EDI committee has created a strategy with the MBA vision and goals to be recognised as an inclusive organisation that upholds and promotes best practice in equality, diversity and inclusion. The strategy highlights EDI challenges such as, gender imbalance, under – representation of minority ethnic groups, differences in socio – economic status and challenges to inclusivity to address a ‘diversity crisis’.

For further information on the MBA EDI Committee or if you are interested in joining the group please contact the MBA EDI Committee chair Rob Camp robmpa@MBA.ac.uk.